Encouraging an Employment First Initiative

Rep. Edward Redd, M.D.
Representative District 4 Utah House of Representative
Medical Director, Bear River Mental Health
A Physician/Legislator Perspective
Employment First Leadership in Utah

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Colton- “The Chicken Guy”
Utah’s Employment First Timeline

- Support Work Independence (SWI) funding reinstated
- E1st Legislation Passed
- E1st Partnership formed
- Utah Transition Action Team (UTAT) formed

2011
- E1st Unified State Plan
- SWI- Ongoing Funding
- DSAMH E1st legislation
- Utah Pathways to Careers Project (Davis) 5 years
- USOE- Special Education Transition Strategic Plan

2012

2013
- DSPD/Griffin-Hammis E1st Demonstration Project begins

2014
- DSPD E1st Strategic Planning
- DSAMH awarded IPS Grant from SAMHSA
- HCBS Settings Rule
- USOR implements changes in SJB& and SE policies
- WIOA
- Utah partnership with ODEP/EFSLMP awarded

2015
- USOR- Order of Selection implementation
- DSAMH  IPS Strategic Plan
- Employment First Summit
- School To Work Transition

2016
- USOR-Fund MSD & SD categories
- Renewed partnership with ODEP/EFSLMP
- WIOA State Plan developed
- GHA, Pathways, IPS continue
Encouraging, Expecting, Promoting - Agency Perspective

- Utah Employment First Partners Value:
  - supporting people with disabilities to develop knowledge, skills and resources and offer opportunities for *experiential informed choice*
  - *integrated* and *community based* employment
  - individual strengths and abilities
  - *one* person at a time
  - collaboration among all Employment First partners
  - Changing cultures, beliefs and expectations to encourage *full participation* in the workforce by individuals with disabilities
Employment First State Leadership Mentoring Program - EFSLMP

- Partnership with Office of Disability Employment Policy - U.S. Dept. of Labor
  - Technical assistance from national Subject Matter Experts
    - Rates and reimbursement restructuring
    - Provider transformation
    - School to work transition
    - Education and outreach
Employment First: State and Local Mental Health Authority Collaboration

- Utah Division of Substance Abuse and Mental Health awarded 5 year grant from the Substance Abuse and Mental Health Services Administration (SAMHSA)
  - Southwest Behavioral Health and Weber Human Services with expansion statewide
- Utilizes Individual Placement and Support (IPS) supported employment model
- Intended for people with severe disabilities, including mental illness and co-occurring substance abuse
- Competitive employment is the goal – evidence-based model
Employment First Demonstration Project

• Partnership among DSPD, USOR, DWS, USOE
  • Build capacity and develop skills within Utah’s Supported Employment providers
  • Demonstrate customized employment strategies in specific regions of the state.
  • Demonstrate braided funding for youth with significant disabilities to engage in WIOA youth opportunities
  • Demonstrate employment training and technical assistance for families using self administered funding to support working age youth
Employment First Demonstration Project 2013-current

- Association of Community Rehabilitation Educator (ACRE) Certificate training in Customized Employment
- Technical Assistance from Griffin-Hammis Associates to provider agencies and trained staff) local schools, Vocational Rehabilitation and Workforce counselors to develop local Community Action Teams
- 70% of working age youth and adults employed through customized approach
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